Sanders v. Madison Square Garden, L.P. et al

Doc. 56 Att. 10

Page 1 of 16

LART 12/23/05

LART WINKER 11:15

- EPOH'T KHOW WHAT TO DO

- WHERED IT WAS EGIPT!

- I WAS ASKED TO STOP IN PAND

CHECK WITH THE REFS & MSK IF ALLOK.

- ETHORY SHE DID IT ONE GAME

- DOH'T KHOW IF ASKED IN POSSIMO,

TOWNELLS ON SERVOUS WAY.

- RETTAR BROWDER TO ATVOCATE & ME

WHICH WHETITHE

- WELCH CAME UP ALLORIS

Not some it was I sind

- AMUCHA SAID WE CONT DO THAT, BIC

DOH'T THAK THERE CLOS A FOLLOW UP, STICE PETRA HEREN MEHTIOGERD AGAIN

Someone ALWAYS GOPS IN TO CHECK WITH THE BEFS - VIDEO COACHES/MALL LOT SOME ABOUT LIBERTY

UNITED STATES DISTRICT COURT SOUTHERN DISTRICT OF NEW YORK

ANUCHA BROWNE SANDERS,

Plaintiff,

06 Civ. 00589 (GEL) (DCF)

- against -

MADISON SQUARE GARDEN, L.P., ISIAH LORD THOMAS III AND JAMES L. DOLAN,

DECLARATION OF MARC SCHOENFELD, ESQ.

Defendants.

Marc Schoenfeld, Esq. declares under penalty of perjury:

- 1. I am Senior Vice President, Legal and Business Affairs for Madison Square Garden, L.P. ("MSG"), and I submit this declaration in support of MSG's application for return of five emails containing attorney-client privileged communications and attorney work product inadvertently produced to Plaintiff.
- 2. In the time period December 2005 and January 2006, I was one of two Senior Vice Presidents managing the MSG legal department and acting as General Counsel for the areas under my responsibility, including MSG's sports teams and labor and employment issues.
- 3. On or about December 20, 2005, Plaintiff's counsel stated to me on the telephone that Plaintiff had a "knock down" sexual harassment suit.
- 4. On December 22, 2005, MSG's primary outside employment counsel, Christopher Reynolds, Esq., and I met with Plaintiff's counsel, at which Plaintiff's allegations were discussed. It is my understanding that Plaintiff's counsel stated to Mr. Reynolds in substance that MSG had to pay in order to teach them a lesson.

- 5. On December 27, 2005, Plaintiff's counsel demanded \$6.5 million in return for a release and Plaintiff's resignation.
- In or about the last week of December 2005, Plaintiff's counsel reduced 6. Plaintiff's demand to \$5,950,000 million.
- Immediately upon MSG's learning of Plaintiff's allegations through her 7. counsel, MSG assigned John Moran, MSG's Vice President of Employee and Labor Relations, and Rochelle Noel, Esq., an in-house employment lawyer at Cablevision, MSG's parent company, to conduct an internal investigation.
- I communicated with the investigators to convey Plaintiff's complaint as 8. outlined to me by Plaintiff's counsel in the December 22, 2005 meeting.
- While the internal investigation was going on, my role was to coordinate 9. MSG's defense of the litigation that Plaintiff's counsel had threatened by communicating with the investigators concerning Plaintiff's claims and the progress of their investigation; coordinating with outside employment counsel, the company human resources and legal personnel not involved in the investigation, and senior management; and providing legal advice.
- During the course of the investigation, various emails were sent to me for 10. purpose of my providing legal advice and to keep me apprised of the investigation given my role in coordinating MSG's defense.

I declare under penalty of perjury that the foregoing is true and correct.

Executed on March 2, 2007, in New York, New York.

#### Kevin T. Mintzer

From: creynolds@morganlewis.com

Sent: Friday, December 23, 2005 3:26 PM

Kevin T. Mintzer To:

Subject: Re: Anucha Browne Sanders

Kevin, consistent with our discussion yesterday on Ms. Browne Sanders' security issue, Marc Schoenfeld has provided her the contact data for Tim Horner of Kroll's executive protection group. He is standing by to talk to her. If there are any issues or concerns, please feel free to email me or contact me on my cell: 917.838.5508. \_\_\_\_\_\_

Sent from my BlackBerry Wireless Handheld

---- Original Message -----

From: "Kevin Mintzer" [kmintzer@vladeck.com]

Sent: 12/22/2005 10:21 PM

To: "Christopher Reynolds" <creynolds@morganlewis.com>; "Judith Vladeck"

<jvladeck@vladeck.com>

Cc: "Kevin Mintzer" <kmintzer@vladeck.com>

Subject: Re: Anucha Browne Sanders

#### Christopher:

Ms. Browne Sanders agrees to the terms contained in your email below. With respect to the security services, we assume that the selected provider will be mutually acceptable to both of our clients. Also, you should be aware that Anucha does plan to come to the office tomorrow, Dec 23, at about noon for an office holiday party with the members of her She expects to leave the office by about 2pm. Please let me know if you have any concerns about this. Otherwise, we will be in touch with you by Tuesday of next week to continue our discussions.

Sincerely,

Kevin T. Mintzer

\_\_\_\_\_.

Sent wirelessly via BlackBerry from T-Mobile.

----Original Message----

From: creynolds@morganlewis.com Date: Thu, 22 Dec 2005 18:21:23

To:kmintzer@vladeck.com

Subject: Anucha Browne Sanders

PRIVILEGED AND CONFIDENTIAL COMMUNICATION IN FURTHERANCE OF SETTLEMENT

Kevin,

Per our earlier telephone conversation, I have drafted the following to memorialize our understanding. Please confirm back to me at your earliest convenience your agreement on behalf of your client. I can be reached via Blackberry at the address below and, if necessary, can reach back to you at a convenient time / telephone number this evening.

1. Commencing immediately, the respective counsel for Madison Square Garden ("MSG") and Anucha Browne Sanders will attempt to expedite a negotiated, good faith resolution of Ms. Browne Sanders' claims. As part of that negotiation, the parties will discuss and consider the terms of an acceptable "exit" from MSG that preserves Ms. Browne

#### 

Sanders' employability elsewhere.

- 2. During the pendency of those negotiations, Ms. Browne Sanders will be on paid vacation from her employment and her absence from the office will be explained as such, with the negotiations and alleged claims remaining confidential. Ms. Browne Sanders' paid vacation leave and absence from MSG during this period will not be used by either party as evidence against either party for any purpose, including damages or liability under any federal, state or local statute, common law or other theory.
- 3. MSG will provide at the earliest opportunity an appropriate level and duration of personal security services to Ms. Browne Sanders after an assessment by professional security personnel designated by MSG, provided that MSG's agreement to provide and the provision of such services will not be used by either party as evidence against either party for any purpose, including damages or liability under any federal, state or local statute, common law or other theory.
- 4. The foregoing understanding and agreement between the parties will be confidential and deemed in furtherance of settlement pursuant to Fed. R. Evid. 408.

Very truly yours,

Christopher P. Reynolds Morgan, Lewis & Bockius LLP Counsel for Madison Square Garden

Christopher P. Reynolds Morgan, Lewis & Bockius LLP 101 Park Avenue New York City, New York 10178 212.309.6807 - ph 212.309.6273 - fax creynolds@morganlewis.com

#### DISCLAIMER

This e-mail message is intended only for the personal use of the recipient(s) named above. This message may be an attorney-client communication and as such privileged and confidential. If you are not an intended recipient, you may not review, copy or distribute this message. If you have received this communication in error, please notify us immediately by e-mail and delete the original message.

#### DISCLAIMER

This e-mail message is intended only for the personal use of the recipient(s) named above. This message may be an attorney-client communication and as such privileged and confidential. If you are not an intended recipient, you may not review, copy or distribute this message. If you have received this communication in error, please notify us immediately by e-mail and delete the original message.

Morgan, Lewis & Bockius LLP 101 Park Avenue New York, NY 10178-0060 Tel: 212.309.6000

Fax: 212.309.6001 www.morganlewis.com Morgan Lewis

Christopher P. Reynolds Partner 212.309.6807 creynolds@morganlewis.com

December 30, 2005

Confidential Communication: For Settlement Purposes Only

#### **BY HAND**

Judith P. Vladek, Esq. Kevin T. Mintzer, Esq. Vladeck, Waldman, Elias & Engelhard, P.C. 1501 Broadway, Suite 800 New York, New York 10036-5560

Re: Anucha Browne-Sanders

Dear Mrs. Vladeck and Kevin:

In furtherance of the settlement discussions that began with our understanding embodied in my email of Thursday, December 22 and your verbal demand on Tuesday, December 27, I have attached a term sheet that lays out the specifics of our counter-offer. In order to expedite our negotiations as you requested, I am providing some background to the counter-offer so our position is clearly communicated to you and your client. This letter and its attachment are in furtherance of confidential settlement discussions, contain no admissions by any party and are inadmissible for any purpose pursuant to Fed. R. Evid. 408.

As best as I can determine from your demand and our discussions, your demand was based upon an assumption that your client would not be able to replicate or surpass, over a 20-year future career, the income and position she currently has with Madison Square Garden ("MSG"). We do not share that assumption and see no rational basis to do so, especially in light of what would be her clear obligation to mitigate her alleged damages.

Our counter-offer is premised instead on the commitment that MSG will actively support and facilitate Ms. Browne-Sanders finding new employment, be it in the sports and entertainment industry or elsewhere. Given Ms. Browne-Sanders' background, experience and five-year affiliation with MSG, a well-known industry employer, and MSG's active support, we are

Morgan Lewis

December 30, 2005 Page 2

confident that Ms. Browne-Sanders can obtain a rewarding and at least equally remunerative career elsewhere.

MSG is ready, willing and able to continue as rapidly as possible our good-faith discussions in order to find a mutually acceptable resolution. That resolution, however, must have a rational basis and we believe our proposal accomplishes that. We look forward to continuing our discussions in a constructive manner. In that regard, I note that you advised me yesterday that your client intends to come to work on Monday, January 2, 2006. Based on her stated intention, you have apparently decided not to continue to honor our understanding embodied in the December 22 email (particularly the second point). If you wish our discussions to continue under a similar or different arrangement, please feel free to contact me. In any event, I look forward to continuing our discussions on behalf of our respective clients. I will be in my office or otherwise reachable next week.

Have a Happy New Year.

Regards, Clastopher P. Reynolds

Christopher P. Reynolds

cc.: Marc Schoenfeld, Esq.

VLADECK, WALDMAN, ELIAS & ENGELHARD, P.C.

1501 BROADWAY NEW YORK, N.Y. 10036 TEL 212/403-7300

FAX 212/221-3172

KEVIN T. MINTZER



WRITER'S DIRECT DIAL

January 20, 2006

BY FACSIMILE

Christopher P. Reynolds, Esq. Morgan, Lewis & Bockius LLP 101 Park Avenue New York, New York 10178-0060

Re: Anucha Browne Sanders and Madison Square Garden

Dear Mr. Reynolds:

I am writing to confirm our telephone conversation of yesterday.

You said that your client, Madison Square Garden ("MSG"), had completed its investigation of Ms. Browne Sanders' gender discrimination and sexual harassment complaint. You said that the result of the investigation was that Ms. Browne Sanders' complaint was not supported, and that her account had been contradicted by individuals interviewed during the investigation. You then said that MSG had decided to separate Ms. Browne Sanders from MSG, effective immediately, that I should advise Ms. Browne Sanders of her dismissal, and that a representative of MSG would be contacting her regarding certain administrative matters. You further said, in substance, that MSG had decided to fire Ms. Browne Sanders because she was unable to function effectively in her position, that she had poor interactions with MSG's senior management, and that the organization could not function effectively if she remained employed.

Please advise me immediately, no later than 4 p.m. today, if you believe that I have in any way inaccurately described our conversation.

Very truly yours,

Kevin T. Mintzer

### EPSTEIN BECKER & GREEN, P.C.

ATTORNEYS AT LAW

250 PARK AVENUE

NEW YORK, NEW YORK 10177-1211

212.351.4500

FAX: 212.661.0989

EBGLAW.COM

TERESA M. HOLLAND Tel: 213.351.4760 fax: 213.878-8775 Tholland@ebglaw.com

February 28, 2007

### BY FACSIMILE

Kevin Mintzer, Esq. Vladeck, Waldman, Elias & Englehard, P.C. 1501 Broadway, Suite 800 New York, NY 10036

Re: Anucha Browne Sanders v. Madison Square Garden, L.P., Isiah Lord Thomas, III and James L. Dolan SDNY Case No. 06 CV 0589 (GEL)

Dear Kevin:

Some of the documents identified by Ms. Noel in her deposition relating to Mr. Moran were produced prior to Ms. Noel's deposition and Bates Stamped MSG 41048 and MSG 41049. The drafts of the Summary Investigation, including additional Moran originated documents, reflect advice from counsel and contain confidential attorney-client communications and/or attorney work product and are protected from disclosure, as discussed in our letter of December 6, 2006 to your firm.

We have secured another copy of Mills' Deposition Exhibit 8. Although it is redacted, it is apparent that the 4 above the line relates to a different employee than Ms. Browne Sanders.

Very truly yours,

Teresa M. Holland

TMH:rb

cc: Peter Sherwood, Esq. (by facsimile)

ATLANTA • CHICAGO • DALLAS • HOUSTON • LOS ANGELES • MIAMI NEWARK • NEW YORK • SAN FRANCISCO • STAMFORD • WASHINGTON, D.C.

NY:1612853v1

EPSTGIN BECKER GREEN WICKLIFF & HALL, P.C. IN YEXAB ONLY